

Nine-year democracy outcomes: Citizenship engagement

Hours/week spent in volunteer work/community service

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.082	■	■	■
Informal interaction (model)	.123	■	■	■

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.084	■	■	■
Informal interaction (model)	.096	■	■	■

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.084	■	■	■
Informal interaction (model)	.089	■	■	■

Close friends in college were diverse model

Predictors				
	r	Step 1	Step 2	Step 3
Classroom	.081	■	■	■
Informal interaction (model)	.035	■	■	■

Number of community service activities participated in

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.118	■	■	■
Informal interaction (model)	.178	■	■	■

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.120	■	■	■
Informal interaction (model)	.144	■	■	■

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.120	■	■	■
Informal interaction (model)	.103	■	■	■

Close friends in college were diverse model

Predictors				
	r	Step 1	Step 2	Step 3
Classroom	.117	■	■	■
Informal interaction (model)	.055	■	■	■

Community service reason: To give me a chance to work with people different from me

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.094	■	■	■
Informal interaction (model)	.125	■	■	■

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.095	■	■	■
Informal interaction (model)	.133	■	■	■

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.094	■	■	■
Informal interaction (model)	.096	■	■	■

Close friends in college were diverse model

Predictors				
	r	Step 1	Step 2	Step 3
Classroom	.094	■	■	■
Informal interaction (model)	.064	■	■	■

Community service reason: To improve society as a whole

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.101	■	■	■
Informal interaction (model)	.119	■	■	■

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.103	■	■	■
Informal interaction (model)	.160	■	■	■

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.103	■	■	■
Informal interaction (model)	.086	■	■	■

Close friends in college were diverse model

Predictors				
	r	Step 1	Step 2	Step 3
Classroom	.101	■	■	■
Informal interaction (model)	.035	■	■	■

Community service reason: To improve my community

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.081	■	■	■
Informal interaction (model)	.099	■	■	■

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.081	■	■	■
Informal interaction (model)	.149	■	■	■

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.081	■	■	■
Informal interaction (model)	.106	■	■	■

Close friends in college were diverse model

Predictors				
	r	Step 1	Step 2	Step 3
Classroom	.081	■	■	■
Informal interaction (model)	.030	■	■	■

Community service reason: To fulfill my social responsibility

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.105	■	■	■
Informal interaction (model)	.121	■	■	■

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.106	■	■	■
Informal interaction (model)	.161	■	■	■

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.107	■	■	■
Informal interaction (model)	.053	■	■	■

Close friends in college were diverse model

Predictors				
	r	Step 1	Step 2	Step 3
Classroom	.105	■	■	■
Informal interaction (model)	.033	■	■	■

Influencing the political structure

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.129	■	■	■
Informal interaction (model)	.143	■	■	■

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.129	■	■	■
Informal interaction (model)	.224	■	■	■

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.129	■	■	■
Informal interaction (model)	.102	■	■	■

Close friends in college were diverse model

Predictors				
	r	Step 1	Step 2	Step 3
Classroom	.128	■	■	■
Informal interaction (model)	.058	■	■	■

Influencing social values

Predictors	Workshop model				Discussion model				Socializing model				Close friends in college were diverse model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.105	■	■	■	.106	■	■	■	.106	■	■	■	.106	■	■	■
Informal interaction (model)	.126	■	■	■	.179	■	■	■	.074	■	■	■	.014			

Helping others in difficulty

Predictors	Workshop model				Discussion model				Socializing model				Close friends in college were diverse model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.109	■	■	■	.110	■	■	■	.110	■	■	■	.109	■	■	■
Informal interaction (model)	.128	■	■	■	.149	■	■	■	.133	■	■	■	.051	■	■	■

Being involved in programs to clean up the environment

Predictors	Workshop model				Discussion model				Socializing model				Close friends in college were diverse model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.061	■	■	■	.060	■			.060	■	■	■	.061	■	■	■
Informal interaction (model)	.088	■	■	■	.084	■	■	■	.057	■	■	■	.047	■	■	■

Participating in a community action program

Predictors	Workshop model				Discussion model				Socializing model				Close friends in college were diverse model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.145	■	■	■	.146	■	■	■	.146	■	■	■	.145	■	■	■
Informal interaction (model)	.193	■	■	■	.208	■	■	■	.107	■	■	■	.059	■	■	■

Nine-year democracy outcomes: Racial/Cultural engagement

Promoting racial understanding

Predictors	Workshop model				Discussion model				Socializing model				Close friends in college were diverse model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.172	■	■	■	.173	■	■	■	.173	■	■	■	.172	■	■	■
Informal interaction (model)	.200	■	■	■	.299	■	■	■	.197	■	■	■	.138	■	■	■

Cultural awareness and appreciation

Predictors	Workshop model				Discussion model				Socializing model				Close friends in college were diverse model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.172	■	■	■	.174	■	■	■	.174	■	■	■	.173	■	■	■
Informal interaction (model)	.185	■	■	■	.230	■	■	■	.165	■	■	■	.098	■	■	■

Acceptance of persons from different races/cultures

Predictors	Workshop model				Discussion model				Socializing model				Close friends in college were diverse model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.137	■	■	■	.137	■	■	■	.137	■	■	■	.137	■	■	■
Informal interaction (model)	.149	■	■	■	.211	■	■	■	.187	■	■	■	.108	■	■	■

Nine-year outcomes: Living / working in a diverse society

How well did your undergraduate education prepare you for graduate school?

Predictors	Workshop model				Discussion model				Socializing model				Close friends in college were diverse model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.066	■	■		.067	■	■		.066	■	■	■	.067	■	■	■
Informal interaction (model)	.109	■	■	■	.135	■	■	■	.098	■	■	■	.054	■	■	

How well did your undergraduate education prepare your current/most recent job?

Predictors	Workshop model				Discussion model				Socializing model				Close friends in college were diverse model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.022	■			.024	■			.024	■			.022	■	■	
Informal interaction (model)	.057	■	■	■	.044	■	■	■	.046	■	■	■	-.009		◆	◆

Past year: Discussed racial/ethnic issues

Predictors	Workshop model				Discussion model				Socializing model				Close friends in college were diverse model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.142	■	■	■	.142	■	■	■	.142	■	■	■	.142	■	■	■
Informal interaction (model)	.177	■	■	■	.322	■	■	■	.169	■	■	■	.075	■	■	■

Past year: Socialized with someone of another racial/ethnic group

Predictors	Workshop model				Discussion model				Socializing model				Close friends in college were diverse model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.092	■	■	■	.092	■	■	■	.092	■	■	■	.091	■	■	■
Informal interaction (model)	.114	■	■	■	.154	■	■	■	.285	■	■	■	.194	■	■	■

Current close friends are diverse

Predictors	Workshop model				Discussion model				Socializing model				Close friends in college were diverse model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.079	■	■	■	.079	■	■	■	.079	■	■	■	.079	■	■	■
Informal interaction (model)	.082	■	■	■	.105	■	■	■	.172	■	■	■	.739	■	■	■

Current neighbors are diverse

Predictors	Workshop model				Discussion model				Socializing model				Close friends in college were diverse model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.074	■	■		.072	■			.071	■	■	■	.074	■	■	■
Informal interaction (model)	.105	■	■	■	.120	■	■	■	.130	■	■	■	.532	■	■	■

Current work associates are diverse

Predictors	Workshop model				Discussion model				Socializing model				Close friends in college were diverse model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.054	■			.053	■	■		.053	■	■		.054	■		
Informal interaction (model)	.051	■	■	■	.059	■	■	■	.090	■	■	■	.515	■	■	■

Table D2

Detailed regression summary tables: CIRP data base, African American students

Significant positive effects: ■
Significant negative effects: ♦

Outcome variable

Four-year learning outcomes: Engagement and motivation

Graduate degree aspirations

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.150				.150				.150				.150			
Informal interaction (model)	.139				.199	■	■		.033				-.015			

Drive to achieve

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	-.065				-.065				-.065				-.065			
Informal interaction (model)	.167	■	■	■	.041				.071				-.060			

Self-confidence (Intellectual)

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	-.049				-.049				-.049				-.049			
Informal interaction (model)	.041				-.038				.127				-.093			

Write original works (poems, novels, short stories, etc.)

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.092				.084				.084				.092			
Informal interaction (model)	.060				.107				.134				-.127			

Create artistic works (painting, sculpture, decorating, etc.)

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.055				.054				.054				.055			
Informal interaction (model)	.127	■	■	■	.127	■			.031				-.083			

Preparation for graduate/professional school

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	-.045				-.054				-.054				-.045			
Informal interaction (model)	.005				.100				.093				-.032			

Four-year learning outcomes: Intellectual and academic skills

Average undergraduate grade point average (self-reported)

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	-.141	◆	◆	◆
Informal interaction (model)	.024			

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	-.151	◆	◆	◆
Informal interaction (model)	.001			

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	-.151	◆	◆	◆
Informal interaction (model)	.091			

Same race: Close friends in college model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	-.141	◆	◆	
Informal interaction (model)	-.188			

General knowledge

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.007			
Informal interaction (model)	.015			

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.003			
Informal interaction (model)	-.007			

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.003			
Informal interaction (model)	.243	■	■	■

Same race: Close friends in college model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	.007			
Informal interaction (model)	-.101			

Academic ability

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	-.017			
Informal interaction (model)	.018			

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	-.017			
Informal interaction (model)	.051			

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	-.017			
Informal interaction (model)	.202			

Same race: Close friends in college model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	-.017			
Informal interaction (model)	-.140			

Writing

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.114			
Informal interaction (model)	.223	■	■	■

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.114			
Informal interaction (model)	.220	■	■	■

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.114			
Informal interaction (model)	.182	■	■	■

Same race: Close friends in college model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	.114			
Informal interaction (model)	-.019			

Listening ability

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.162	■		
Informal interaction (model)	.232	■	■	■

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.162	■		
Informal interaction (model)	.144	■		

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.162	■	■	
Informal interaction (model)	.160	■	■	■

Same race: Close friends in college model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	.162	■	■	
Informal interaction (model)	.021			

Analytical and problem-solving skills

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	-.093			
Informal interaction (model)	.131	■	■	■

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	-.107			
Informal interaction (model)	.044			

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	-.107			
Informal interaction (model)	.039			

Same race: Close friends in college model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	-.093			
Informal interaction (model)	.041			

Ability to think critically

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	-.031				-.029			+	-.029				-.031			
Informal interaction (model)	.098				.171	■	■	■	-.001				.093	■	■	

Writing skills

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.100				.106				.106				.100			
Informal interaction (model)	.165	■	■	■	.213	■	■	■	.078				.065			

Foreign language skills

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.098				.103				.103				.098			
Informal interaction (model)	.190	■	■	■	-.069				.011				-.044			

Nine-year learning outcomes: Engagement and motivation

Drive to achieve

	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
Predictors	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	-.089				-.090				-.090				-.089			
Informal interaction (model)	.136	■	■	■	-.043				.076				-.140			

Self-confidence (Intellectual)

	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
Predictors	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	-.124				-.126				-.126				-.124			
Informal interaction (model)	-.006				-.122				.039				-.086			

Write original works (poems, novels, short stories, etc.)

	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
Predictors	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.099				.082				.082				.099			
Informal interaction (model)	.128	■	■	■	.107				-.063				-.070			

Create artistic works (painting, sculpture, decorating, etc.)

	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
Predictors	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.063				.048				.048				.063			
Informal interaction (model)	.108	■	■	■	.194	■	■	■	.071				-.022			

Nine-year learning outcomes: Intellectual and academic skills

Academic ability

	Workshop model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	-.067			
Informal interaction (model)	-.103			

	Discussion model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	-.057			
Informal interaction (model)	.026			

	Socializing model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	-.057			
Informal interaction (model)	.136			

	Same race: Close friends in college model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	-.067			
Informal interaction (model)	-.106			

Writing

	Workshop model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.130			
Informal interaction (model)	.118			

	Discussion model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.120			
Informal interaction (model)	.171	■	■	■

	Socializing model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.120			
Informal interaction (model)	.107			

	Same race: Close friends in college model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.130			
Informal interaction (model)	-.083			

Listening ability

	Workshop model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.025			
Informal interaction (model)	.012			

	Discussion model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.037			
Informal interaction (model)	.105			

	Socializing model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.037			
Informal interaction (model)	-.031			

	Same race: Close friends in college model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.025			
Informal interaction (model)	-.053			

Nine-year learning outcomes: Valued skills

General knowledge

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	-.043				-.052				-.052				-.043			
Informal interaction (model)	.028				-.027				.071				.143	■	■	■

Analytical and problem-solving skills

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	-.138	◆	◆	◆	-.133	◆		◆	-.133	◆	◆	◆	-.138	◆	◆	◆
Informal interaction (model)	.072				-.025				.029				.108			

Ability to think critically

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.107				.110				.110				.107			
Informal interaction (model)	-.007				.121				.089				-.042			

Writing skills

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	-.009				-.020				-.020				-.009			
Informal interaction (model)	.067				.108			■	.031				-.002			

Foreign language skills

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.132				.130				.130				.132			
Informal interaction (model)	.113				.044				-.075				.078			

Four-year democracy outcomes: Citizenship engagement

Influencing the political structure

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.094	■		
Informal interaction (model)	.208	■	■	■

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.082	■		
Informal interaction (model)	.222	■	■	■

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.082	■	■	
Informal interaction (model)	.030			

Same race: Close friends in college model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	.094	■	■	
Informal interaction (model)	.005			

Influencing social values

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.114			
Informal interaction (model)	.140	■	■	■

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.102			
Informal interaction (model)	.202	■	■	■

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.102			
Informal interaction (model)	.043			

Same race: Close friends in college model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	.114			
Informal interaction (model)	.101			

Helping others in difficulty

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.067			
Informal interaction (model)	.197	■	■	■

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.084			
Informal interaction (model)	.183	■	■	■

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.084			
Informal interaction (model)	-.006			

Same race: Close friends in college model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	.067			
Informal interaction (model)	.178	■	■	■

Being involved in programs to clean up the environment

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.042			
Informal interaction (model)	.007			

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.040			
Informal interaction (model)	-.093			

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.040			
Informal interaction (model)	.035			

Same race: Close friends in college model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	.042			
Informal interaction (model)	-.065			

Participating in a community action program

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.156	■		
Informal interaction (model)	.151	■		

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.158			
Informal interaction (model)	.262	■	■	■

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.158			
Informal interaction (model)	-.118			

Same race: Close friends in college model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	.156	■		
Informal interaction (model)	.123			

Four-year democracy outcomes: Racial/cultural engagement

Promoting racial understanding

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.253	■	■	■	.242	■			.242	■	■	■	.253	■	■	■
Informal interaction (model)	.109				.430	■	■	■	.085				.164	■	■	■

Cultural awareness and appreciation

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.245	■	■	■	.249	■	■		.249	■	■	■	.245	■	■	■
Informal interaction (model)	.164	■	■		.342	■	■	■	.005				.251	■	■	■

Acceptance of persons from different races/cultures

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	-.022				-.025				-.025				-.022			
Informal interaction (model)	.024				.013				.174	■	■	■	.029			

Nine-year democracy outcomes: Citizenship engagement

Hours/week spent in volunteer work/community service

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.089			
Informal interaction (model)	.042			

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.091			
Informal interaction (model)	.074			

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.091			
Informal interaction (model)	-.066			

Same race: Close friends

Predictors	in college model			
	r	Step 1	Step 2	Step 3
Classroom	.089			
Informal interaction (model)	.098			

Number of community service activities participated in

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.114			
Informal interaction (model)	.183	■	■	■

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.113			
Informal interaction (model)	.107			

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.113			
Informal interaction (model)	.088			■

Same race: Close friends

Predictors	in college model			
	r	Step 1	Step 2	Step 3
Classroom	.114			
Informal interaction (model)	.160	■	■	■

Community service reason: To give me a chance to work with people different from me

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.001			
Informal interaction (model)	.019			

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	-.014			
Informal interaction (model)	.002			

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	-.014			
Informal interaction (model)	-.126			

Same race: Close friends

Predictors	in college model			
	r	Step 1	Step 2	Step 3
Classroom	.001			
Informal interaction (model)	.087			

Community service reason: To improve society as a whole

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.088			
Informal interaction (model)	.061			

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.078			
Informal interaction (model)	.104			

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.078			
Informal interaction (model)	-.099			

Same race: Close friends

Predictors	in college model			
	r	Step 1	Step 2	Step 3
Classroom	.088			
Informal interaction (model)	.100			

Community service reason: To improve my community

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.094			
Informal interaction (model)	.263	■	■	■

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.089			
Informal interaction (model)	.153	■	■	

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.089			
Informal interaction (model)	.005			

Same race: Close friends

Predictors	in college model			
	r	Step 1	Step 2	Step 3
Classroom	.094			
Informal interaction (model)	.270	■	■	■

Community service reason: To fulfill my social responsibility

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.126			
Informal interaction (model)	.186	■	■	■

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.133			
Informal interaction (model)	.218	■	■	■

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.133			
Informal interaction (model)	.057			

Same race: Close friends

Predictors	in college model			
	r	Step 1	Step 2	Step 3
Classroom	.126			
Informal interaction (model)	-.010			

Influencing the political structure

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.003			
Informal interaction (model)	.022			

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	-.005			
Informal interaction (model)	.021			

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	-.005			
Informal interaction (model)	.099			

Same race: Close friends

Predictors	in college model			
	r	Step 1	Step 2	Step 3
Classroom	.003			
Informal interaction (model)	-.078			

Influencing social values

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.121			
Informal interaction (model)	.017			

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.116			
Informal interaction (model)	.082			

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.116			
Informal interaction (model)	-.124			

Predictors	Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3
Classroom	.121			
Informal interaction (model)	.077			

Helping others in difficulty

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.177	■		
Informal interaction (model)	.181	■	■	■

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.199	■	■	■
Informal interaction (model)	.081			

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.199	■	■	■
Informal interaction (model)	-.064			

Predictors	Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3
Classroom	.177	■		
Informal interaction (model)	.229	■	■	■

Being involved in programs to clean up the environment

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.120	■	■	
Informal interaction (model)	.014			

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.119	■		
Informal interaction (model)	.045			

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.119	■	■	
Informal interaction (model)	.052			

Predictors	Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3
Classroom	.120	■	■	
Informal interaction (model)	-.050			

Participating in a community action program

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.180	■	■	
Informal interaction (model)	.204	■	■	■

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.190	■		
Informal interaction (model)	.222	■	■	■

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.190	■	■	
Informal interaction (model)	-.115			

Predictors	Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3
Classroom	.180	■		
Informal interaction (model)	.312	■	■	■

Nine-year democracy outcomes: Racial/Cultural engagement

Promoting racial understanding

	Workshop model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.143			
Informal interaction (model)	.107			

	Discussion model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.147			
Informal interaction (model)	.184	■	■	

	Socializing model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.147			
Informal interaction (model)	.113			

	Same race: Close friends in college model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.143			
Informal interaction (model)	.146			

Cultural awareness and appreciation

	Workshop model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.235	■	■	■
Informal interaction (model)	.191	■	■	■

	Discussion model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.235	■	■	■
Informal interaction (model)	.193	■		

	Socializing model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.235	■	■	■
Informal interaction (model)	-.076			

	Same race: Close friends in college model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.235	■	■	■
Informal interaction (model)	.171	■		

Acceptance of persons from different races/cultures

	Workshop model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.132			
Informal interaction (model)	.121	■		

	Discussion model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.136			
Informal interaction (model)	.105			

	Socializing model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.136			
Informal interaction (model)	.149			

	Same race: Close friends in college model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.132			
Informal interaction (model)	.011			

Nine-year outcomes: Living / working in a diverse society

How well did your undergraduate education prepare you for graduate school?

Predictors	Workshop model				Discussion model				Socializing model				Close friends in college were diverse model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.224	■	■	■	.233	■	■	■	.233	■	■	■	.224	■	■	■
Informal interaction (model)	.134	■			.138				.130				.051			

How well did your undergraduate education prepare your current/most recent job?

Predictors	Workshop model				Discussion model				Socializing model				Close friends in college were diverse model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.004				.011				.011				.004			
Informal interaction (model)	.091				-.122		◆	◆	.132				-.003			

Past year: Discussed racial/ethnic issues

Predictors	Workshop model				Discussion model				Socializing model				Close friends in college were diverse model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.172	■	■		.160	■			.160	■	■		.172	■		
Informal interaction (model)	.122				.327	■	■	■	.063				-.262	◆	◆	◆

Past year: Socialized with someone of another racial/ethnic group

Predictors	Workshop model				Discussion model				Socializing model				Close friends in college were diverse model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	-.029				-.018				-.018				-.029			
Informal interaction (model)	-.078				-.134				.242	■	■	■	.378	■	■	■

Current close friends are diverse

Predictors	Workshop model				Discussion model				Socializing model				Close friends in college were diverse model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.082				.085				.085				.082			
Informal interaction (model)	.204	■	■		.124				-.218	◆	◆	◆	.733	■	■	■

Current neighbors are diverse

Predictors	Workshop model				Discussion model				Socializing model				Close friends in college were diverse model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	-.008				-.016				-.016				-.008			
Informal interaction (model)	.144				-.061				-.172				.247			

Current work associates are diverse

Predictors	Workshop model				Discussion model				Socializing model				Close friends in college were diverse model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	-.099	◆			-.098				-.098		◆		-.099	◆	◆	
Informal interaction (model)	-.047				-.049				-.112				.193			

Table D3

Detailed regression summary tables: CIRP data base, Latino students

Significant positive effects: ■
Significant negative effects: ♦

Outcome variable

Four-year learning outcomes: Engagement and motivation

Graduate degree aspirations

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.151				.139				.139				.148			
Informal interaction (model)	.030				.157	■	■	■	.155				.072			

Drive to achieve

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.142				.151			■	.151			■	.141			■
Informal interaction (model)	.206	■	■	■	.065				.038				.090			

Self-confidence (Intellectual)

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.090				.088				.088				.092			
Informal interaction (model)	.059				-.055				.006				.079			

Write original works (poems, novels, short stories, etc.)

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.024				.015				.015				.017			
Informal interaction (model)	.100				-.037				.074				-.060			

Create artistic works (painting, sculpture, decorating, etc.)

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	-.003				-.013				-.013				-.010			
Informal interaction (model)	.200	■	■	■	.002				-.014				-.120			

Preparation for graduate/professional school

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.137		■	■	.136			■	.136			■	.136			
Informal interaction (model)	-.123		♦	♦	.011				.053				.076			

Four-year learning outcomes: Intellectual and academic skills

Average undergraduate grade point average (self-reported)

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.109			■
Informal interaction (model)	.063			

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.117		■	■
Informal interaction (model)	-.056			

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.117			■
Informal interaction (model)	.007			

Predictors	Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3
Classroom	.109			■
Informal interaction (model)	.156	■	■	

General knowledge

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.106			
Informal interaction (model)	.133			

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.114			
Informal interaction (model)	.059			

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.114			
Informal interaction (model)	.070			

Predictors	Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3
Classroom	.114			
Informal interaction (model)	-.034			

Academic ability

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.132	■		■
Informal interaction (model)	.107	■		

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.140	■	■	■
Informal interaction (model)	.046			

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.140	■	■	■
Informal interaction (model)	.022			

Predictors	Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3
Classroom	.130	■	■	■
Informal interaction (model)	.068			

Writing

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.057			
Informal interaction (model)	.151	■	■	■

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.065			
Informal interaction (model)	.156	■	■	■

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.065			
Informal interaction (model)	.100			

Predictors	Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3
Classroom	.060			
Informal interaction (model)	.027			

Listening ability

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.008			
Informal interaction (model)	.002			

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.027			
Informal interaction (model)	.045			

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.027			
Informal interaction (model)	.171	■	■	■

Predictors	Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3
Classroom	.020			
Informal interaction (model)	.063			

Analytical and problem-solving skills

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.077			
Informal interaction (model)	.063			

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.068			
Informal interaction (model)	.042			

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.068			
Informal interaction (model)	.024			

Predictors	Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3
Classroom	.072			
Informal interaction (model)	.003			

Ability to think critically

Workshop model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	.134			
Informal interaction (model)	.117			

Discussion model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	.133			
Informal interaction (model)	.143			

Socializing model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	.133			
Informal interaction (model)	.071			

Same race: Close friends in college model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	.128			
Informal interaction (model)	.076			

Writing skills

Workshop model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	.117			
Informal interaction (model)	.022			

Discussion model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	.128			
Informal interaction (model)	.090			

Socializing model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	.128			
Informal interaction (model)	.018			

Same race: Close friends in college model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	.129			
Informal interaction (model)	.024			

Foreign language skills

Workshop model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	.232	■	■	■
Informal interaction (model)	.178	■		

Discussion model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	.248	■	■	■
Informal interaction (model)	.050			

Socializing model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	.248	■	■	■
Informal interaction (model)	.024			

Same race: Close friends in college model				
Predictors	r	Step 1	Step 2	Step 3
Classroom	.243	■	■	■
Informal interaction (model)	.068			

Nine-year learning outcomes: Engagement and motivation

Drive to achieve

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.187				.202	■		■	.202	■	■	■	.197	■	■	■
Informal interaction (model)	.148				.168				.015				-.003			

Self-confidence (Intellectual)

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.030				.048				.048				.045			
Informal interaction (model)	.036				.071				-.033				.045			

Write original works (poems, novels, short stories, etc.)

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.150	■			.134				.134				.142	■	■	■
Informal interaction (model)	.127	■			.042				.048				-.110		◆	◆

Create artistic works (painting, sculpture, decorating, etc.)

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	-.045				-.056				-.056				-.053			
Informal interaction (model)	.005				-.057				-.016				-.146	◆	◆	◆

Nine-year learning outcomes: Intellectual and academic skills

Academic ability

	Workshop model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.056			
Informal interaction (model)	.020			

	Discussion model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.049			
Informal interaction (model)	.137	■		

	Socializing model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.049			
Informal interaction (model)	.094			

	Same race: Close friends in college model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.053			
Informal interaction (model)	-.065			

Writing

	Workshop model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	-.056			
Informal interaction (model)	.050			

	Discussion model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	-.061			
Informal interaction (model)	.121	■	■	■

	Socializing model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	-.061			
Informal interaction (model)	.082			

	Same race: Close friends in college model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	-.054			
Informal interaction (model)	.017			

Listening ability

	Workshop model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.173	■	■	
Informal interaction (model)	.060			

	Discussion model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.173	■	■	
Informal interaction (model)	.093			

	Socializing model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.173	■		
Informal interaction (model)	.195	■	■	

	Same race: Close friends in college model			
Predictors	r	Step 1	Step 2	Step 3
Classroom	.171	■	■	
Informal interaction (model)	.004			

Nine-year learning outcomes: Valued skills

General knowledge

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.135	■			.126				.126				.125		■	
Informal interaction (model)	.104				.025				.042				-.027			

Analytical and problem-solving skills

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.012				.020				.020				.008			
Informal interaction (model)	.020				.052				-.068				.054			

Ability to think critically

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.006				-.026				-.026				-.017			
Informal interaction (model)	-.070				-.031				-.026				.039			

Writing skills

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.139				.134				.134				.136	■		
Informal interaction (model)	.218	■	■		.065				-.011				.110			

Foreign language skills

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.333	■	■	■	.331	■	■	■	.331	■	■	■	.334	■	■	■
Informal interaction (model)	.213	■			.105				-.072				.174			

Four-year democracy outcomes: Citizenship engagement

Influencing the political structure

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.153	■		
Informal interaction (model)	.171	■		

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.153	■		
Informal interaction (model)	.259	■	■	■

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.153	■	■	
Informal interaction (model)	.075			

Predictors	Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3
Classroom	.152	■	■	
Informal interaction (model)	.032			

Influencing social values

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.072			
Informal interaction (model)	.123			

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.051			
Informal interaction (model)	.099			

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.051			
Informal interaction (model)	-.004			

Predictors	Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3
Classroom	.065			
Informal interaction (model)	-.049			

Helping others in difficulty

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.198	■		
Informal interaction (model)	.171	■		

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.198	■		■
Informal interaction (model)	.149			

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.198	■	■	■
Informal interaction (model)	.066			

Predictors	Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3
Classroom	.196	■	■	■
Informal interaction (model)	.023			

Being involved in programs to clean up the environment

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.215			
Informal interaction (model)	.199	■		

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.212			
Informal interaction (model)	.100			

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.212			
Informal interaction (model)	.072			

Predictors	Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3
Classroom	.209			
Informal interaction (model)	.037			

Participating in a community action program

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.233	■		
Informal interaction (model)	.290	■	■	■

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.228	■		
Informal interaction (model)	.309	■	■	■

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.228	■		
Informal interaction (model)	.198	■	■	■

Predictors	Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3
Classroom	.238	■	■	
Informal interaction (model)	-.061			

Four-year democracy outcomes: Racial/cultural engagement

Promoting racial understanding

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.362	■	■	■
Informal interaction (model)	.267	■		

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.356	■	■	■
Informal interaction (model)	.477	■	■	■

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.356	■	■	■
Informal interaction (model)	.316	■	■	■

Predictors	Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3
Classroom	.362	■	■	■
Informal interaction (model)	-.001			

Cultural awareness and appreciation

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.228	■	■	
Informal interaction (model)	.257	■	■	

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.202	■		
Informal interaction (model)	.307	■	■	■

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.202	■	■	
Informal interaction (model)	.133			

Predictors	Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3
Classroom	.210	■	■	
Informal interaction (model)	.056			

Acceptance of persons from different races/cultures

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.113			
Informal interaction (model)	.132			

Predictors	Discussion model			
	r	Step 1	Step 2	Step 3
Classroom	.095			
Informal interaction (model)	.225	■	■	■

Predictors	Socializing model			
	r	Step 1	Step 2	Step 3
Classroom	.095			
Informal interaction (model)	.129	■	■	

Predictors	Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3
Classroom	.101			
Informal interaction (model)	.117			

Nine-year democracy outcomes: Citizenship engagement

Hours/week spent in volunteer work/community service

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.167	■		
Informal interaction (model)	.134			

Discussion model			
r	Step 1	Step 2	Step 3
.154	■		
.234	■	■	■

Socializing model			
r	Step 1	Step 2	Step 3
.154	■		
.099			

Same race: Close friends in college model

r	Step 1	Step 2	Step 3
.159	■		
.108			

Number of community service activities participated in

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.140	■		
Informal interaction (model)	.038			

Discussion model			
r	Step 1	Step 2	Step 3
.126			
.071			

Socializing model			
r	Step 1	Step 2	Step 3
.126			
.145	■		

Same race: Close friends in college model

r	Step 1	Step 2	Step 3
.133	■		
.154			

Community service reason: To give me a chance to work with people different from me

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	-.018			
Informal interaction (model)	.118			

Discussion model			
r	Step 1	Step 2	Step 3
-.007			
-.030			

Socializing model			
r	Step 1	Step 2	Step 3
-.007			
.019			

Same race: Close friends in college model

r	Step 1	Step 2	Step 3
-.018			
.083			

Community service reason: To improve society as a whole

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.031			
Informal interaction (model)	.229	■	■	■

Discussion model			
r	Step 1	Step 2	Step 3
.022			
.109			

Socializing model			
r	Step 1	Step 2	Step 3
.022			
.001			

Same race: Close friends in college model

r	Step 1	Step 2	Step 3
.016			
-.020			

Community service reason: To improve my community

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.016			
Informal interaction (model)	.107			

Discussion model			
r	Step 1	Step 2	Step 3
.028			
.008			

Socializing model			
r	Step 1	Step 2	Step 3
.028			
.077			■

Same race: Close friends in college model

r	Step 1	Step 2	Step 3
.023			
.220	■	■	■

Community service reason: To fulfill my social responsibility

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.101			
Informal interaction (model)	.038			

Discussion model			
r	Step 1	Step 2	Step 3
.114			
.100			

Socializing model			
r	Step 1	Step 2	Step 3
.114			
.110			

Same race: Close friends in college model

r	Step 1	Step 2	Step 3
.115			
.068	■	■	■

Influencing the political structure

Predictors	Workshop model			
	r	Step 1	Step 2	Step 3
Classroom	.066			
Informal interaction (model)	.047			

Discussion model			
r	Step 1	Step 2	Step 3
.073			
.200	■	■	■

Socializing model			
r	Step 1	Step 2	Step 3
.073			
.022			

Same race: Close friends in college model

r	Step 1	Step 2	Step 3
.080			
.091			

Influencing social values

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.056				.053				.053				.061			
Informal interaction (model)	-.024				.012				-.025				-.081			

Helping others in difficulty

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.142				.134			■	.134			■	.141			
Informal interaction (model)	.097				-.018				-.153				.190	■		

Being involved in programs to clean up the environment

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.094				.085				.085				.089			
Informal interaction (model)	.272	■	■	■	-.064				-.150				.136			

Participating in a community action program

Predictors	Workshop model				Discussion model				Socializing model				Same race: Close friends in college model			
	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3	r	Step 1	Step 2	Step 3
Classroom	.219	■		■	.205			■	.205			■	.214	■		■
Informal interaction (model)	.143				.143				.135				.103			